



*"There are two main challenges in business strategy - analysis and implementation, knowing what to do and then knowing how to do it. Separate skills, separate gifts."*

*Rod Eddington*

Our *Executive Coaching* programmes are individually designed to structure a programme of work which helps analyse key needs and act as intelligent sounding boards for objective analysis to help in reflective decision making and considered action.

### **Programme Goals**

- Acting as an effective catalyst enabling a more strategic perspective on organisational challenges and change efforts
- Structuring for success with regards to operating and leadership style
- Transitioning effectively into the role
- Developing the personal brand
- Creating effective communications channels

### **Understanding capabilities**

- Communicating vision
- Designing and aligning processes
- Emotional intelligence
- Empowering people
- Forging relationships
- Managing change
- Motivating the underperformer
- Resilience to stress
- Reward and feedback
- Team building

### **Structuring for success - drawing on academic literature, examples:**

- Establishing the *Breakeven Point*, key goals, hurdles and timelines
- The 10 success criteria governing successful role transition
- The fundamentals of motivation in the workplace
- Crafting strategy – comparative philosophies and analysis
- The ‘set up to fail syndrome’ – how managers inadvertently create their own poor performers
- Mastering decision making - the three ‘C’s - Conflict, Consideration and Closure. Why constructive conflict is a healthy notion and good for business.

To find out more about the personal impact our *Executive Coaching Programmes* can make, email [hrp@hunterstrategic.com](mailto:hrp@hunterstrategic.com) with ‘Executive Coaching’ in the subject line for a detailed seminar overview and discussion.

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